



BOARD OF HEALTH MEETING MINUTES
Tuesday, April 23, 2024

BOARD MEMBERS:

Jennifer Riebe, Commissioner, Payette County – present
Lyndon Haines, Commissioner, Washington County – present
Zach Brooks, Commissioner, Canyon County – present
Kelly Aberasturi, Commissioner, Owyhee County – present
Viki Purdy, Commissioner, Adams County – present
John Tribble, MD, Physician Representative – present
Bill Butticci, Commissioner, Gem County – present

STAFF MEMBERS:

In person: Nikki Zogg, Katrina Williams, Mitch Kiester, Beth Kriete, Troy Cunningham, Jody Waddy, Don Lee, Jenifer Spurling, Monique Evancic, Charlene Cariou

Via Zoom: Jeff Renn, Dr. Tribble

GUESTS: Bree Redmond (new employee intro),

CALL THE MEETING TO ORDER

Chairman Kelly Aberasturi called the meeting to order at 9:00 a.m.

PLEDGE OF ALLEGIANCE

Meeting attendees participated in the pledge of allegiance.

ROLL CALL

Chairman Aberasturi – present ; Dr. John Tribble – not present at first; Commissioner Purdy – present;
Vice Chairman Haines – present; Commissioner Brooks – present; Commissioner Riebe – present;
Commissioner Butticci – present.

REQUEST FOR ADDITIONAL AGENDA ITEMS AND APPROVAL OF AGENDA

Chairman Kelly Aberasturi asked for additional agenda items. Board members had no additional agenda items or changes to the agenda.

MOTION: Commissioner Haines made a motion to approve the agenda as presented. Commissioner Riebe seconded the motion. All in favor; motion passes.

IN-PERSON PUBLIC COMMENT

No public comment given. No members of the public present.

OPEN DISCUSSION

There were no items for open discussion.

APPROVAL OF MEETING MINUTES – MARCH 19, 2024

Board members reviewed meeting minutes from the March 19, 2024 meeting.

MOTION: Commissioner Haines made a motion to approve the minutes as presented. Commissioner Riebe seconded the motion. All in favor; motion passes.

INTRODUCTION OF NEW EMPLOYEES

New employee introductions were made.

MARCH 2024 EXPENDITURE AND REVENUE REPORT

Troy Cunningham, Financial Manager, presented the March 2024 Expenditure and Revenue Report. Payments from Health and Welfare are beginning to come in. Revenues are impacted by the timing of sending out billing.

FISCAL YEAR 2023 ANNUAL IMPACT REPORT REVIEW AND DISCUSSION

Monique Evancic, SWDH Communications Manager, presented the Fiscal Year 2023 Annual Impact Report for board member review and discussion. The report highlights staff successes, partner collaboration, and how county contributions and other funding sources translate to services delivered to the public.

FISCAL YEAR 2025 COUNTY CONTRIBUTIONS REQUEST REVIEW AND APPROVAL

Nikki Zogg presented the county contributions request for Fiscal Year 2025 for Board member review and approval.

MOTION: Commissioner Haines made a motion to approve the county contributions request of 3% as presented. Commissioner Butticci seconded the motion. Five in favor; two opposed with Viki Purdy, Adams County Commissioner and Zach Brooks, Canyon County Commissioner opposing; motion passes.

FISCAL YEAR 2025 EMPLOYEE COMPENSATION PLAN APPROVAL

Board members discussed the compensation plan presented. The plan describes the policies behind how SWDH handles hiring, promotions, and retention.

MOTION: Commissioner Butticci made a motion to approve the compensation plan as presented. Commissioner Riebe seconded the motion. All in favor; motion passes.

CHANGE IN EMPLOYEE COMPENSATION REQUEST APPROVAL

Nikki Zogg presented the employee compensation request for approval. The compensation proposal includes a permanent 2% COLA increase and 1% one-time longevity incentive payment. Following discussion, Nikki proposed, and the board supported, re-evaluating the 1% one-time payment following the close out of the current fiscal year. Don will look at recalculating a one-time payment based on performance.

MOTION: Commissioner Brooks made a motion to approve a 3% COLA for all staff as presented. Commissioner Haines seconded the motion. All in favor; motion passes.

FISCAL YEAR 2025 BUDGET PROPOSAL APPROVAL

There being no changes to the draft FY 2025 proposed budget that was presented to the board in March, Nikki suggested no action taken and no further discussion on this agenda item.

SOCIAL SECURITY PARTICIPATION VOTE – EMPLOYER SHARE OPTIONS

Don Lee, Chief Operating Officer, initiated discussion and presented options for the employer’s share of social security should the staff vote to no longer participate in Social Security. The best option is for the district to create a 401(a) social security replacement fund. Board members discussed the options and what direction would best support staff and the organization.

MOTION: Commissioner Haines made a motion that if employees vote no, the district would contribute 6.2% to a 401(a) plan. Commissioner Reibe seconded the motion. There was discussion on the motion. The motion was withdrawn by Commissioner Haines.

AMENDED MOTION: Commissioner Haines moved that if employees vote no, the district will contribute a minimum of 6.2% to a 401(a) plan. Commissioner Butticci seconded the motion. All in favor, motion carried.

UTILIZING AVAILABLE DATA FOR SUICIDE PREVENTION EFFORTS

Charlene presented data as well as showcased a data dashboard that can be used by anyone. Nikki brought up that we could advocate that suicide be added to the reported diseases list in Idaho. Nikki will check how other public health district directors manage this information.

LEGISLATIVE SUMMARY

Nikki presented a summary of the 2024 legislative summary of bills that became law and are relevant to public health.

DIRECTOR’S REPORT

Budget Committee proxy forms will be sent to County Clerks for Board of County Commissioner Chairman to use to appoint a proxy if they do not intend to attend the Fiscal Year 2025 Budget Committee Meeting and Public Hearing on Tuesday, May 21, 2024, at 9:00 a.m.

Chairman Aberasturi shared information about the upcoming evaluation and compensation discussion for Nikki. He asked for input on the format. Board members agreed on holding an executive session with Nikki out of the room during the initial discussion then participating for the remainder. Jody will coordinate gathering input from direct reports.

There being no further business, the meeting adjourned at 12:04 p.m.

Respectfully submitted:



Nikole Zogg
Secretary to the Board

Approved as written:



Kelly Aberasturi
Vice-Chairman

Date: May 21, 2024